

Supervisory Relationship Questionnaire

The following statements describe some of the ways a person may feel about his/her supervisor on balance/ at an average supervision

To what extent do you agree or disagree with each of the following statements about your relationship with your supervisor? Please tick the column which matches your opinion most closely.

This tool could be used for 360 degree feedback or to generate discussion.

Strongly Disagree

Disagree

Neither/ Nor

Agree

Strongly Agree

Safe scale

| | | | | | |
|--|--|--|--|--|--|
| 1. My supervisor is respectful of my views and ideas | | | | | |
| 2. My supervisor and I are equal partners in supervision | | | | | |
| 3. My supervisor has a collaborative approach in supervision | | | | | |
| 4. I feel safe in my supervision sessions | | | | | |
| 5. My supervisor is non-judgemental in supervision | | | | | |
| 6. My supervisor treats me with respect | | | | | |
| 7. My supervisor is open-minded in supervision | | | | | |
| 8. Feedback on my performance from my supervisor does not feel like criticism | | | | | |
| 9. The advice I receive from my supervisor is collaborative rather than prescriptive | | | | | |
| 10. I feel able to discuss my concerns with my supervisor openly | | | | | |
| 11. Supervision feels like an exchange of ideas | | | | | |
| 12. My supervisor gives feedback in a way that feels safe | | | | | |
| 13. My supervisor treats me like an adult | | | | | |
| 14. I am able to be open with my supervisor | | | | | |
| 15. I feel if I discussed my feelings openly with my supervisor, I would not be negatively evaluated | | | | | |

Structure scale

| | | | | | |
|---|--|--|--|--|--|
| 16. My supervision sessions take place regularly | | | | | |
| 17. Supervision sessions are structured | | | | | |
| 18. My supervisor makes sure that our supervision sessions are kept free from interruptions | | | | | |
| 19. Supervision sessions are never cut short by my supervisor | | | | | |
| 20. Supervision sessions are focused | | | | | |
| 21. My supervision sessions are organised | | | | | |
| 22. My supervision sessions are arranged in advance | | | | | |
| 23. My supervisor and I both draw up an agenda for supervision together | | | | | |

Commitment scale

| | | | | | |
|--|--|--|--|--|--|
| 24. My supervisor is enthusiastic about supervising me | | | | | |
| 25. My supervisor appears interested in supervising me | | | | | |
| 26. My supervisor appears interested in me as a person | | | | | |
| 27. My supervisor appears to like supervising | | | | | |
| 28. My supervisor is approachable | | | | | |
| 29. My supervisor is available to me | | | | | |
| 30. My supervisor pays attention to my spoken feelings and anxieties | | | | | |
| 31. My supervisor appears interested in my development as a professional | | | | | |

Reflective Education scale

| | | | | | |
|---|--|--|--|--|--|
| 32. My supervisor draws from a number of theoretical models | | | | | |
| 33. My supervisor gives me the opportunity to learn about a range of models | | | | | |
| 34. My supervisor encourages me to reflect on my practice | | | | | |
| 35. My supervisor links theory and clinical practice well | | | | | |
| 36. My supervisor pays close attention to the process of supervision | | | | | |

| | | | | | | |
|---|--|--|--|--|--|--|
| 37. My supervisor acknowledges the power differential between supervisor and supervisee | | | | | | |
| 38. My relationship with my supervisor allows me to learn by experimenting with different practices | | | | | | |
| 39. My supervisor pays attention to my unspoken feelings and anxieties | | | | | | |
| 40. My supervisor facilitates interesting and informative discussions in supervision | | | | | | |
| 41. I learn a great deal from observing my supervisor | | | | | | |
| Role Model scale | | | | | | |
| 42. My supervisor is knowledgeable | | | | | | |
| 43. My supervisor is an experienced practitioners | | | | | | |
| 44. I respect my supervisor's skills | | | | | | |
| 45. My supervisor is knowledgeable about the organisational system in which we work | | | | | | |
| 46. Colleagues appear to respect my supervisor's views | | | | | | |
| 47. I respect my supervisor as a professional | | | | | | |
| 48. My supervisor gives me practical support | | | | | | |
| 49. I respect my supervisor as a manager | | | | | | |
| 50. My supervisor is respectful of clients | | | | | | |
| 51. I respect my supervisor as a person | | | | | | |
| 52. My supervisor appears interested in his / her clients | | | | | | |
| 53. My supervisor treats his / her colleagues with respect | | | | | | |
| Formative Feedback scale | | | | | | |
| 54. My supervisor gives me helpful feedback on my performance | | | | | | |
| 55. My supervisor is able to balance negative feedback on my performance with praise | | | | | | |
| 56. My supervisor gives me positive feedback on my performance | | | | | | |
| 57. My supervisor's feedback on my performance is constructive | | | | | | |
| 58. My supervisor pays attention to my level of competence | | | | | | |
| 59. My supervisor helps me identify my own learning needs | | | | | | |
| 60. My supervisor considers the impact of my previous skills and experience on my learning needs | | | | | | |
| 61. My supervisor thinks about my training needs | | | | | | |
| 62. My supervisor gives me regular feedback on my performance | | | | | | |
| 63. As my skills and confidence grow, my supervisor adapts supervision to take this into account | | | | | | |
| 64. My supervisor tailors supervision to my level of competence | | | | | | |

This document is based on *THE SUPERVISORY RELATIONSHIP QUESTIONNAIRE (SRQ)*
Developed by Marina Palomo (supervised by Helen Beinart) Copyright SRQ